

RESOLUTION 14-2005
A RESOLUTION SETTING SALARIES FOR FISCAL YEAR 2005-2006

WHEREAS, the 2001 Montana State Legislature passed HB 345 which amended 7-4-2503 MCA the procedure for compensation of the county elected officials.

WHEREAS, 7-4-2503 MCA creates a county compensation board charged with preparing a compensation schedule for the elected officials and the Board of Commissioners appointed a County Compensation Board in May 2001.

WHEREAS, the County Compensation Board met on June 6, 2005, and recommended the Clerk and Recorder's Salary be set at \$35,421 for fiscal year 2005-2006.

WHEREAS, the Board of County Commissioners may annually increase the salaries of all other County employees.

THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS, that the salary for fiscal year 2005-2006 is \$35,421 for the following elected officials: County Treasurer, County Clerk and Recorder, Clerk of District Court and the Justice of the Peace.

AND THAT, in accordance to Section 7-4-2503(2)(d) MCA, effective October 1, 2005, the Clerk and Recorder receive an additional sum of \$1328 for duties as Election Administrator for Fiscal Year 2005-2006.

AND THAT, in accordance to Section 7-4-2107 MCA, each member of the Board of County Commissioners shall receive an annual salary equal to the annual salary established by 7-4-2503 for the Clerk and Recorder plus \$2000 for Fiscal Year 2005-2006.

AND THAT, in accordance to Section 7-4-2503(2)(b) MCA, the County Sheriff shall receive an annual salary equal to the annual salary established by 7-4-2503 for the Clerk and Recorder plus \$2000 for Fiscal Year 2005-2006.

AND THAT, in accordance with 7-4-2503(2)(c) MCA the County Sheriff shall receive a 1% longevity payment of the salary set above for the Sheriff for each year of service.

AND THAT, in accordance with 7-4-2502(2)(a) MCA the County Attorney shall receive an annual salary of \$77,138 of which Madison County's portion of the County Attorney's salary is \$38,569 and the State's portion is \$38,569.

AND THAT, the offices of the Madison County Treasurer/Superintendent of Schools and the Sheriff/Coroner have been consolidated, according to 7-4-2312 MCA and the Board of Commissioners adopted Resolution 15-2002 fixing the salary of the officers of consolidated offices at 5% higher than the highest salary provided by law to be paid to these officers with the term beginning January 1, 2003.

AND THAT, deputies, administrative assistants, clerks, and department heads will receive salaries according to Attachment "A" for Fiscal Year 2005-2006 based on the Madison County Personnel Policy.

AND THAT, the county weed control personnel, road personnel, solid waste personnel, library personnel, sanitarian, planner, grant writer, emergency management, fair board personnel, courthouse maintenance and custodian, public health personnel, airport personnel, GIS/IT and all other county employees will receive salaries in accordance to their own salary schedules as approved by the Board of County Commissioners in Attachment "A".

AND THAT, Attachment "B" is the Nursing Homes salary schedule for fiscal year 2005-2006.

PASSED AND APPROVED by the Madison County Board of Commissioners on this 27th day of June, 2005.

Frank G. Nelson, Chairman

David Schulz

C. Ted Coffman
Board of Commissioners
Madison County

Attachment "A"
Salary Schedule Fiscal Year 2005-06

In Accord with State Law and the Madison County Personnel Policy Manual:

Elected Officials, Deputies, Administrative Assistants, Clerks:

Commissioners	\$37,421 per year	
Sheriff	\$37,421 plus longevity	
County Attorney	\$38,569	
Other Elected Officials	\$35,421	
Resolution 15-2002 establishing the salary for the combined offices of Treasurer/Superintendent of Schools and the office of Sheriff/Coroner		
Deputy/Administrative Assistants	\$15.33 per hour	
Clerk	80%	\$11.04 Start
	85%	\$11.73 After 1040 hours
	90%	\$12.42 After next 1040 hours
	95%	\$13.11 After next 2080 hours
	100%	\$13.80 After next 2080 hours

Personnel for Road Department – Solid Waste Drivers – Junk Vehicle Drivers

80% of Crew Member	\$12.63	Start
85% of Crew Member	\$13.42	After 1040 hours
90% of Crew Member	\$14.21	After next 1040 hours
95% of Crew Member	\$15.00	After next 2080 hours
100% -Crew Member	\$15.79	After next 2080 hours
Assistant Road Foreman	\$15.93	
Road Foreman	\$16.11	

Solid Waste Container Site and Landfill Operators

80% of Crew Member	\$10.10	Start
85% of Crew Member	\$10.74	After 1040 hours
90% of Crew Member	\$11.37	After next 1040 hours
95% of Crew Member	\$12.00	After next 2080 hours
100% of Crew Member	\$12.63	After next 2080 hours

Sheriff's Department: In accord with Montana State Statutes longevity is added to the following schedule for officers

Deputies	85% of Sheriff	Starting
	86% of Sheriff	At 6 th year anniversary
	87% of Sheriff	At 7 th year anniversary
	88% of Sheriff	At 8 th year anniversary
Sergeant	89% of Sheriff	Appointed by Sheriff
Chief Deputy	90% of Sheriff	Appointed by Sheriff
Undersheriff	95% of Sheriff	Appointed by Sheriff

Dispatchers/Detention Officers According to clerk salary schedule in Madison County Personnel Policy.

Maintenance/Janitor w/o Boilers License

with Boilers License add \$.50 per hour

80%	\$11.53
85%	\$12.25
90%	\$12.97
95%	\$13.69
100%	\$14.41

Custodian w/o Boilers License (based on 90% of Maintenance)

with Boilers License add \$.50 per hour

80%	\$10.38	Start
85%	\$11.02	After 1040 hours
90%	\$11.67	After next 1040 hours
95%	\$12.32	After next 2080 hours
100%	\$12.97	After next 2080 hours

Weed Board Personnel

Weed Coordinator	\$16.11	BLM Truck Foreman	\$10.25
Program Assistant	\$10.50	BLM Spray Crew	\$ 8.00
Compliance Tech	\$10.00 plus mileage	Truck Foreman	\$ 9.00
Grants/Mapping Coordinator	\$10.00 plus mileage	Spray Crew	\$ 8.00
Clerk	On Courthouse clerk schedule		

Hourly wage for Foremen, Crews and Program Assistant will increase by \$.25 after 2 years and \$.10 each additional year

Other Departments: Salaries for new employees of these positions are established by the Board of Commissioners.

Amounts shown are 100% of indicated positions. New employees may be on a step increase schedule.

Public Health Nurse	\$21.18	In Accord with Nursing Home Schedule
Public Health Administrator	\$16.11	
Sanitarian	\$17.33	
Planner	\$16.11	
County Librarian	\$15.33	
Fair Board Manager	\$825.00 per month	
Grant Writer	\$16.11	
GIS/IT	\$16.11	
Emergency Management Director	\$16.11	Assistant \$15.33
Airport Manager	\$16.72	Assistant \$13.38

Attachment "B"
Salary Schedule for Nursing Homes Personnel FY 2005-06

Registered Nurses:

Top Hourly Rate	\$21.18	
	\$17.09	Start
	\$18.12	After 1040 hours
	\$19.14	After next 1040 hours
	\$20.15	After next 2080 hours
	\$21.18	After next 2080 hours

Licensed Practical Nurses:

Top Hourly Rate	\$14.71	
	\$11.92	Start
	\$12.62	After 1040 hours
	\$13.31	After next 1040 hours
	\$14.01	After next 2080 hours
	\$14.71	After next 2080 hours

Non-Certified Nurses Aides: Minimum Starting Wage \$8.58
Upon Successful Completion of CNA Training \$9.10

Certified Nurses Aides:

Top Hourly Rate	\$11.19	
	\$ 9.10	Start
	\$ 9.62	After 1040 hours
	\$10.15	After next 1040 hours
	\$10.67	After next 2080 hours
	\$11.19	After next 2080 hours

The CNA step levels are separate from the wage schedule and are based on specified criteria

Level I	\$.25	Level II	\$.25	Level III	\$.25
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Dietary Department - Cook:

Top Hourly Rate	\$10.85	
	\$ 8.83	Start
	\$ 9.34	After 1040 hours
	\$ 9.84	After next 1040 hours
	\$10.35	After next 2080 hours
	\$10.85	After next 2080 hours

Other Department Aides:

Top Hourly Rate	\$ 9.50	
	\$ 7.75	Start
	\$ 8.19	After 1040 hours
	\$ 8.63	After next 1040 hours
	\$ 9.06	After next 2080 hours
	\$ 9.50	After next 2080 hours

Salaries for new employees of these positions will be established by the Board of Commissioners upon the recommendation of the Administrator.

Department Supervisor Positions:

Office Manager	\$14.12
Maintenance	\$13.78
Maintenance/Housekeeping/Laundry	\$15.94
Dietary Supervisor	\$13.99
Housekeeping/Laundry	\$13.30
Activities Director	\$13.25
Social Services	\$15.12
Director of Nursing	\$55,560 Annual Salary
Nursing Home Administrator	\$66,456 Annual Salary

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The previous experience adjustment for those employees who qualify will be reviewed on an individual basis to determine their wage level. The maximum entry level will not exceed the two year experience level of the Top Hourly Rate and will be based on a two years experience for one-year adjustment in the wage schedule. For experienced RN's, LPN's and CNA's started at the two year experience level, the wage may go to the top hourly rate after probation period of 1040 hours. For an employee that starts above the starting rate based on experience adjustment, that employee may go to the next increase after the probationary period.